

VPM's
Programme: PGP (2014-15)
Second Semester Examination July 2015 (HR)

Subject	HRM		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	19-07-2015

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

- a) Write a note on each of the 4 functions of HRM... Staffing, training and development, motivation and maintenance
- b) Describe how technology is changing HRM.

Attempt Any FOUR from the Remaining SIX Questions

Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) Training programs are frequently the first items eliminated when management wants to cut costs. Why do you believe this occurs?
- b) Proper selection is a substitute for socialization.” Do you agree or disagree with this statement? Explain.
- c) What is a 360-degree feedback process? How valid do you believe it to be?

Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) Define Human Resource Management and discuss the difference between HRM and Personnel Management.
- b) Explain the difference between recruitment and selection. Explain the process of selection in detail.
- c) What is training and development? Explain the various methods of training.

Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) All theories of employee motivation suggest that jobs can be designed to increase motivation and performance. Critically evaluate the statement with relevant examples.
- b) Define and explain the concept of Human Resource Management. Explain the importance of HR in changed economic environment.
- c) Explain the terms (a) Job Description (b) Job Rotation

Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) Compare and contrast career development and employee development. Which of them do you believe is more significant for an organization.
- b) If managed effectively, diversity can provide the organization with a powerful competitive edge. Explain the role of HR manager in the light of the above statement.
- c) Explain the terms (a) Job Analysis (b) Job Specifications

Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) The selection process involves numerous stages, each of them providing information helpful in predicting applicants future job performance. Do you agree? Explain the standard pattern of selection activities generally used by organizations today.
- b) Discuss in detail the various tools and aids used in training
- c) Discuss the advantages and disadvantages of different sources of recruitment

Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) Explain the importance of training and development and further describe the need for evaluation of the training program
- b) Explain the concepts of placement and induction
- c) How should performance appraisals change when teams, rather than individuals, are evaluated?